

Equal Opportunity

If you file your complaint with the Rhode Island Department of Labor and Training, you must wait either until the RIDLT issues a written Notice of Final Action, or until 90 days have passed (whichever is sooner), before filing with the Civil Rights Center (see address inside).

If the RIDLT does not give you written Notice of Final Action within 90 days of the day on which you filed your complaint, you do not have to wait for the RIDLT to issue that Notice before filing a complaint with CRC. However, you must file your CRC complaint within 30 days of the 90-day deadline (in other words, within 120 days after the day on which you filed your complaint with the RIDLT).

If the RIDLT does give you written Notice of Final Action on your complaint, but you are dissatisfied with the decision or resolution, you may file a complaint with CRC. You must file your CRC complaint within 30 days of the date on which you received the Notice of Final Action.



Equal Opportunity

**Equal
Opportunity
is the
Law**



RI Department of Labor and Training
Adelita S. Orefice, Director

- TDD (401) 462-8006
- Equal Opportunity Employer/Program
- Auxiliary aids and services are available upon request to individuals with disabilities.

Equal Opportunity is the Law

**Under the
Workforce Investment Act (WIA)
of 1998 - Section 188**



**Rhode Island
Department of Labor and Training**

1511 Pontiac Avenue
Cranston, RI 02920
Phone: (401) 462-8815

Equal Opportunity is the Law

It is against the law for the Rhode Island Department of Labor and Training (RIDLT), a recipient of Federal financial assistance, to discriminate on the following bases:

Against any individual in the United States, on the basis of race, color, religion, sex, national origin, age,

disability,
political affiliation
or belief; and



Against any beneficiary of programs financially-assisted under Title I of the Workforce Investment Act of

1998 (WIA), on the basis of the beneficiary's citizenship/status as a lawfully admitted immigrant authorized to work in the United States, or his/her participation in any WIA Title I financially-assisted program or activity.

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The RI Department of Labor and Training must not discriminate in any of the following areas:

Deciding who will be admitted, or have access, to any WIA Title I financially-assisted program or activity;

Providing opportunities in, or treating any person with regard to, such a program or activity; or

Making employment decisions in the administration of, or in connection with, such a program or activity.

If you think that you have been subjected to discrimination under a Title I financially-assisted program or activity, you may file a complaint within 180 days from the date of the alleged violation.



Equal Opportunity is the Law

**What to do
if you believe you
have experienced
discrimination**

**File a complaint
with either DLT or the
CRC within 180 days
from the date of the
alleged violation.**

Camille Vollaro
Equal Opportunity Officer
RI Department of Labor and Training
1511 Pontiac Avenue
Cranston, Rhode Island 02920
Tel.: (401) 462-8815
TDD: (401) 462-8006
E-mail: cvollaro@dlr.state.ri.us

OR

Director, Civil Rights Center (CRC)
US Department of Labor
Room N-4123
200 Constitution Avenue, NW
Washington, DC 20210